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Applicant Report

Name: Craig David

Role Applied for: Sales Academy

Application date: 02/09/2016

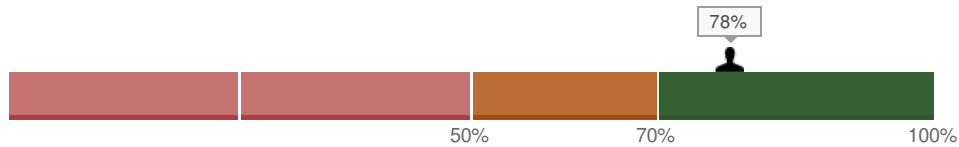
Please contact the recruiter if you have any questions regarding this report or need help in its interpretation.

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Culture Fit Assessment Report

Total CFA Score: Pass

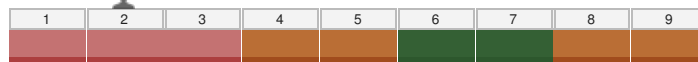
This section of the report details how this individual has scored against the ideal profile for the cultural themes, which have been deemed important for this role. These cultural themes are based on the values and motivations that the individual holds. This section explains what each of these cultural themes are and what the candidates responses suggest.



The candidates responses to the SAP Assessment appear to suggest that they have many of the right values and motivations needed to be successful at SAP. They are likely to fit well in our culture.

1. Agile

Tendency to not compromise own ideas.



Tendency to be willing to adapt your opinion.

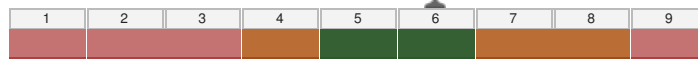
The responses the candidate has provided suggest that they prefer using their own ideas instead of altering their ideas for others. They may be more skeptical when others suggest change, and they may prefer to not have their point of view challenged.

Questions:

Can you describe a situation when you had to compromise on someone's point of view? What was the situation? How did you approach the compromise? What was the outcome?

2. Investigative

Preference for having a general idea of the subject matter.



Preference for being an expert in the subject matter.

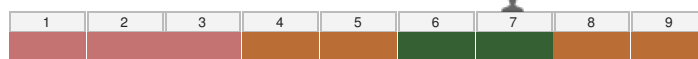
The responses the candidate has provided suggest that they may prefer analyzing information in depth. They may enjoy researching widely around a topic, even when they have already understood the key conclusions, and may seize the opportunity to engage in complex abstract discussions.

Questions:

Can you describe a situation when you had to analyse information in depth? What was the situation? How did you approach it? What informed your approach?

3. Accountable

Preference for sharing responsibility for own work.



Preference for being solely accountable for own work.

The responses the candidate has provided suggest that they tend to enjoy being responsible for their own work. They may like finding solutions and planning activities on their own.

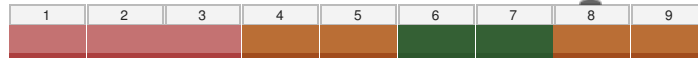
Questions:

Can you describe a situation when you were solely accountable for a piece of work? What was the situation? How did you approach it? What was the outcome?

Culture Fit Assessment Report

4. Networked

Tendency to enjoy being by oneself.



Tendency to prefer being around others.

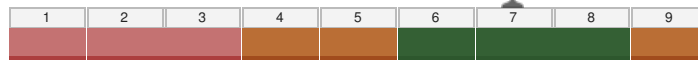
The responses the candidate has provided suggest that they may prefer collaborating and networking with others. They may rarely enjoy working independently and prefer time spent working in teams.

Questions:

Can you describe a situation when you had to be around others for a prolonged period of time? What was the situation? How did you approach it? What was the outcome?

5. Solution Oriented

Energized by clearly defined, straightforward work.



Energized by challenges and solving problems.

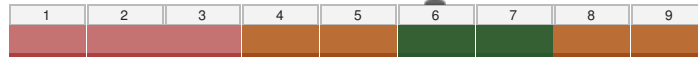
The responses the candidate has provided suggest that they are likely to be energized when faced with challenges. They may enjoy tackling difficult projects that requires information from various sources, and they may need this kind of challenge to maintain interest in their work.

Questions:

Can you describe a situation when you had to work in an environment where you faced frequent challenges? How did you handle the challenges that came your way? What was your approach? What was the outcome?

6. Goal Focused

Less energized by working towards specific targets.



More energized by working towards pre-set goals.

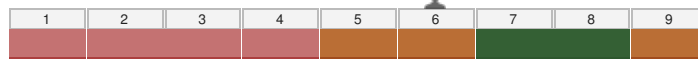
The responses the candidate has provided suggest that working towards clearly defined goals motivates them. They may prefer to have objective, quantifiable standards and think it fair to have their performance measured against these targets.

Questions:

Can you describe a situation when you had to work towards specific targets? What was the situation? How did you approach it? What was the outcome?

7. Innovative

Tendency to follow established methods.



Tendency to challenge the current state of affairs.

The responses the candidate has provided suggest that, in general, they tend to look for new, inventive ways of improving their work. However, they may not see the need to do this all the time and, on occasion, they may prefer working with existing systems.

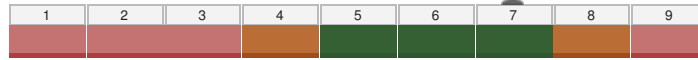
Questions:

Can you describe a situation when you had to follow a new way of working? What was the situation? What did you do? What was the outcome?

Culture Fit Assessment Report

8. Team Oriented

Enjoys working independently.



Enjoys working as part of a team.

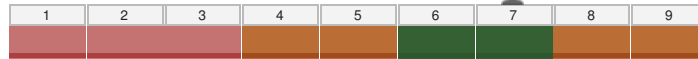
The responses the candidate provided suggest that they are likely to be energized by working as a part of a team. They may enjoy collaborating with others and may feel de-energized if they have to work independently on tasks.

Questions:

Can you describe a situation when you had to work as a part of a team for a prolonged period of time? What was the situation? How did you approach it? What was the outcome?

9. Influential

Less energized by challenging others.



More energized by challenging others.

The responses the candidate has provided suggest that they are likely to be motivated by reshaping the way other people think. They may enjoy voicing their opinion and convincing others of their point of view.

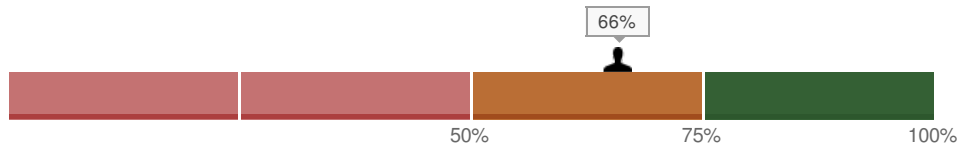
Questions:

Can you describe a situation when you had to convince someone of your point of view? What was the situation? What informed your approach? What was the outcome?

Role Fit Assessment Report

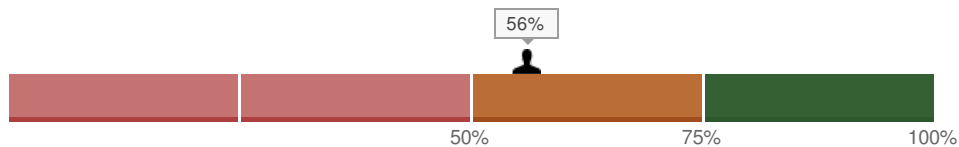
Total RFA Score: Pass

This section of the report details how the candidate scored against the ideal profile for the behaviours that have been deemed important for this role.



The candidates responses to the Role Fit Assessment appear to suggest that whilst they have some behavioural strength areas, there are still some areas of concern that may impact their chances of being successful at SAP.

1. Research Preferences

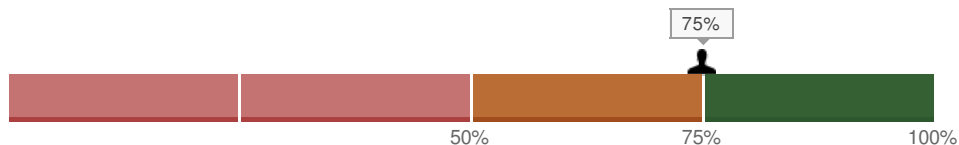


The responses the candidate provided suggest that they understand the importance of research to make informed decisions, but this varies depending on their other priorities.

Questions:

Can you describe a situation when you had limited amount of information to approach a task? What was the situation? What did you do? What informed your approach?

2. Empathy

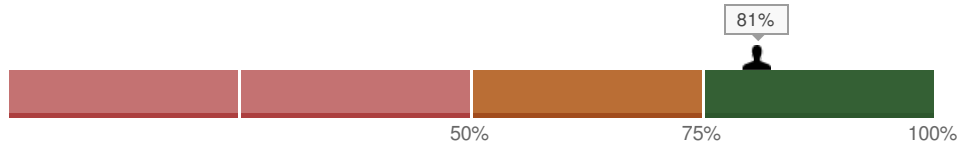


The responses the candidate has provided suggest that they may try to understand the point of view of their customers and colleagues. However, they may not always actively seek out different perspectives, or adapt your approach based on others' viewpoints.

Questions: Can you describe a time when you had to understand someone else's perspective? What was the situation? What informed your approach? What was the outcome?

Role Fit Assessment Report

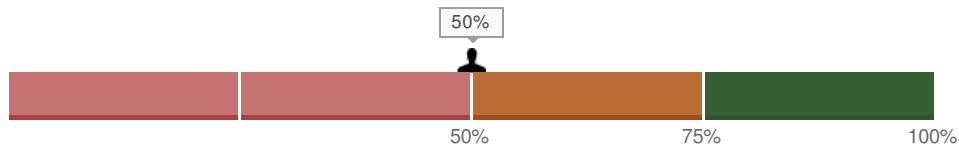
3. Customer Impact



The responses the candidate has provided suggest that they are likely to show confidence when dealing with the challenges and concerns of customers, as well as setting expectations when needed.

Questions: Can you describe a situation when had to make an important decision by yourself? What was the situation? How did you approach it? What was the outcome?

4. Measures of Performance



The responses the candidate has provided suggest that they are less likely to invest time setting targets and monitoring their progress against established targets, as they may prefer other ways of defining and measuring success.

Questions:
Can you describe a situation when you had to set yourself specific goals or targets to work towards? What was the situation? What did you do? What informed your approach?
